MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2015/2016

BCB2044 – COMPENSATION AND BENEFITS

(All sections / Groups)

10 MARCH 2016
2.30p.m - 4.30p.m
(2 Hours)

INSTRUCTIONS TO STUDENT

1. This Question paper consists of 2 pages with 5 Questions only.

2. Attempt **FOUR** out of FIVE questions. All questions carry equal marks and the distribution of the marks for each question is given.

3. Please write all your answers in the Answer Booklet provided.

QUESTION 1

i. Discuss the differences between job analysis and job evaluation. How do these practices help establish internally consistent job structures?

(10 marks)

ii. How does job evaluation translate internal alignment policies into practice? What does (a) organisation strategy and objectives, (b) flow of work, (c) fairness, and (d) motivating people's behaviours toward organisation objectives have to do with job evaluation?

(15 marks)

(Total: 25 marks)

QUESTION 2

Employees perceive benefits as a right, independent of how well they or the company performs. Efforts to reduce benefit levels or eliminate parts of the package altogether would meet with employee resistance and dissatisfaction. Based on this statement briefly summarise THREE (3) stages involved in administering the employee benefits programme and discuss how a benefits programme might enhance employee retention and motivation.

(Total: 25 marks)

QUESTION 3

i. Critically analyse THREE (3) factors that shape an organization's external competitiveness.

(15 marks)

ii. What is a relevant market? What differences does it make when determining employees pay?

(10 marks)

(Total: 25 marks)

Continued...

QUESTION 4

i. Define internal pay structure. Critically analyse the factors influencing internal pay structure of an organisation which fall into two categories – organisational and external.

(13 marks)

ii. Why is internal alignment an important policy in a strategic perspective of compensation?

(12 marks)

(Total: 25 marks)

QUESTION 5

i. A number of employee groups require, because of their importance to strategic success, special consideration in the way compensation packages are designed. Their special employment status dictates the design of compensation policies and practices that often differ from the more traditional designs. Discuss why the compensation package for these special groups is different from others in the company.

(15 marks)

ii. Critically analyse how global competitive workforces have changed the way people work and how they get paid around the world.

(10 marks)

(Total: 25 marks)

End of Question Paper